



Learning to Succeed

Transgender Policy

Introduction

Gender can be an important part of an individual's identity and developing a positive sense of gender identity is part of growing up. However, gender identity can be complex and there is a spectrum of gender which stretches further than just boy/man or girl/woman.

Several policies already in school do support trans children and are designed to eliminate discrimination, harassment and victimisation. This policy aims to provide a brief overview of the needs of transgender children and their families.

Principles

School will aim to follow these principles:

- Listen to the child, their parents, carers and siblings. Wherever possible follow their lead and preferences
- No child should be made to feel that they are causing any problems or that they owe anything to the school just for treating them equally
- Avoid seeing the child as a problem and instead see an opportunity to the school community
- Avoid where possible gender segregated activities and where this cannot be avoided, allow the child to access the activity that corresponds to their gender identity
- Challenge any bullying or discrimination
- Encourage positive attitudes towards gender diversity

The individual needs of a transgender pupil should be addressed at an early stage. Some children may not want anything to be different, whereas some may wish to be known by a different name or wear different clothes. Pupils have the right to choose the name by which they are to be known by staff and pupils, even if they have not changed their name legally. It would be expected that the pupil and their family would be receiving expert advice also. Time off for medical appointments must be accommodated.

The correct terminology must be used by staff and pupils in order to avoid discrimination. The use of terminology must form part of PSHE lessons. Any issues of bullying will be dealt with in line with the Anti-bullying policy.

PE

It should be encouraged that a transgender pupil should take part in physical activity in the same way as any other pupil. There may be sports where the pupil may have a physical advantage over other pupils due to the change of gender, but this should be sensitively managed.

If a pupil is binding their chest; they should be monitored carefully during activities in hot weather. It may be that short breaks should be offered discreetly.

School would have to exercise discretion when a pupil is facing puberty as to whether they can take part in certain contact sports.

Changing Room and Toilet Facilities

Facilities for transgender pupils will be sensitive to their needs and that of other pupils. When competing at another school or outside venue, staff must ensure there is appropriate provision available.

School Uniform

All pupils are expected to follow the requirements to wear uniform.

Residential trips

A transgender pupil cannot be excluded from a residential trip and care should be taken when planning the trip. Sleeping arrangements need to be well thought out.

Confidentiality

Confidential information about pupils will not be shared with other parents. Staff must know their duties and responsibilities around data protection so that they fully understand why information is protected.

All pupils have a right to keep their trans status private. School staff should not disclose information that may reveal a child's transgender status. Staff need to be careful about discussing such things beyond the confines of the school.

School will always adhere to the principles of the equalities act which includes accommodating the needs of any individual through negotiation. The negotiation should be reached with a class teacher and a member of the senior management team.

Approved by Full Governors on 25 November 2019